Status of Women Canada

2006–2007
Departmental Performance Report

The Honourable Josée Verner, P.C., M.P.
Minister of Canadian Heritage, Status of Women, and Official Languages

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Section I – Overview

Minister's Message

Minister of Canadian Heritage, Status of Women and Official Languages

Ottawa, Canada K1A 0M5

Ministre du Patrimoine canadien, de la Condition féminine et des Langues officielles

As Minister of Canadian Heritage, Status of Women, and Official Languages, I am pleased to present the Status of Women Canada *Departmental Performance Report* for 2006–2007. The report outlines all that this Canadian Heritage Portfolio Department has accomplished over the reporting period and the many ways in which it continues to fulfill its mandate.

In 2006–2007, Status of Women Canada transformed itself to more directly help women, their families, and their communities. The introduction of two new funding components to the Women's Program—the Women's Community Fund and the Women's Partnership Fund—has increased opportunities for the Department to facilitate women's participation in society. And, the $10 million added to Status of Women Canada's budget in March 2007 will make it the organization's largest total budget ever.

This *Departmental Performance Report* demonstrates the unique and important role that Status of Women Canada plays in ensuring that all Canadians can participate in the life of our society and reach their full potential.

The Honourable Josée Verner, P.C., M.P.

Management Representation Statement

I submit for tabling in Parliament the *2006–2007 Departmental Performance Report* (DPR) for Status of Women Canada.

This document has been prepared based on the reporting principles contained in the *Guide for the Preparation of Part III of the 2006–2007 Estimates: Reports on Plans and Priorities and Departmental Performance Reports*:

- It adheres to the specific reporting requirements outlined in the guidelines provided by the Treasury Board Secretariat.
- It is based on the Department's Strategic Outcome and Program Activity Architecture that were approved by Treasury Board.
- It presents consistent, comprehensive, balanced, and reliable information.
- It provides a basis of accountability for the results achieved with the resources and authorities entrusted to it.

It reports finances based on approved numbers from the Estimates and the Public Accounts of Canada.

As this report highlights results which were delivered by many people who no longer work at SWC following the efficiency savings required from the Department, I would also like to offer our most sincere appreciation to them in recognition for their hard work and dedication.

Clare Beckton, Co-ordinator

Summary Information

For Status of Women Canada (SWC), 2006–2007 was a year of significant change and activity—a period during which the Department set the stage for its new direction, modernized and streamlined its operations, and developed new funding components to the Women's Program.

SWC remains committed to its 1976 mandate to "coordinate policy with respect to the status of women and administer related programs," and its vision for "the full participation of women in the economic, social and cultural life of Canada" remains strong.

This performance report highlights the results achieved by SWC during 2006–2007:

- Departmental resources and delivery were better focused so as to ensure a closer alignment with priorities; and
- Other government departments demonstrated an enhanced ability to meet their accountabilities for gender-based analysis through work with the central agencies, as had been outlined by the Government of Canada in its response to the Standing Committee on the Status of Women.

A governance review in the summer of 2006 resulted in a more cohesive management structure. This was followed by the Government of Canada's efficiency savings announcement of $5 million, which led to streamlining within the Department. SWC began making the organization more responsive to new challenges, more accountable to Canadians, and better prepared to make a direct impact on the day-to-day lives of Canadian women.

Given the significant changes to SWC's budget as of April 1, 2007, the Department spent the second half of the year addressing critical structural and procedural issues while reducing the level of human resources in the context of Workforce Adjustments, refocussing the organization and delivering on its mandate.

In March 2007, the Women's Program was redesigned to offer two new components: the Women's Community Fund and the Women's Partnership Fund, thus enabling the Women's Program to widen its reach. A number of key changes to the administration of the Women's Program have substantially reduced overhead and delivery costs, thus addressing key recommendations from the independent evaluation of the Women's Program carried out in 2005.

Budget 2007 provided SWC with $20 million over two years, much of which will fund projects that directly benefit women in their communities. Results will be reported in SWC's 2007–2008 performance report.

During the year, SWC also focused on supporting other federal government departments in their efforts to apply gender-based analysis. This was accomplished by working closely with the central agencies to incorporate gender considerations into existing government accountability mechanisms.

Financial resources ($ millions)

Planned spending	Total authorities	Actual spending
24.8	25.2	24.0

Human resources (FTEs)

Planned	Actual	Difference
131	93	38

Departmental results for the strategic outcome ($ millions)

Strategic outcome:

Gender equality and the full participation of women in the economic, social, cultural and political life of Canada

Alignment with Government of Canada outcomes:

Both program activities support two outcomes:

Promote equitable public policy and *Build knowledge and organizational capacity on gender equality,*

which are aligned with:

Diverse society that promotes linguistic duality and social inclusion and *Income security and employment for Canadians.*

			2006–2007	
Program priority	Program activity	Performance status	Planned spending[a]	Actual spending
Priority 1: Implementation of gender equality approach	1. Promote equitable public policy ***Expected result:*** The Government develops and implements federal initiatives that narrow inequalities between women and men and that expand opportunities for women.	Successfully met	2.0	1.8
	2. Build knowledge and organizational capacity on gender equality ***Expected result:*** Knowledge and gender equality capacity gaps are addressed by federal departments, non-governmental organizations and others.	Successfully met	7.6	10.6
Priority 2: Implementation of modern management / governance	All program activities	Successfully met	0.4	0.2[b]

[a] Of the total planned spending (net of $12 million in grants and contributions), 75% was estimated to each priority presented by program activity.

[b] The efficiency savings were not foreseen by SWC management; hence, the original resources were redirected toward implementing Workforce Adjustment procedures and the new departmental direction.

The Context

This performance report highlights the context in which Status of Women Canada (SWC) carried out its mandate in 2006–2007. Over the year, SWC continued to work across the Government of Canada, and with other levels of government, civil society, and international partners, to develop and implement strategies to facilitate the full participation of women in the economic, social, and cultural life of the country. In 2006–2007, SWC continued to pursue activities that support women's full participation and to implement its internal modern management/governance agenda.

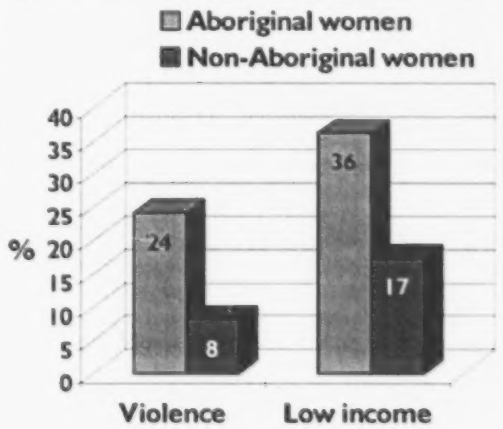
SWC's key policy priorities, as identified in the *2006–2007 Report on Plans and Priorities* (RPP), were increased accountabilities for federal departments and agencies on women's issues, economic security, the situation of Aboriginal women, and violence against women, which contributed to two Government of Canada outcomes—specifically, *Economic security and employment for Canadians* and *A diverse society that promotes linguistic duality and social inclusion.* To this end, SWC:

- refocused the Women's Program (WP) by streamlining its funding support and resources to ensure direct effects on women's lives, in line with SWC priority areas; and
- continued to work with the central agencies to ensure the accountability and sustainability of commitments to gender-based analysis (GBA).

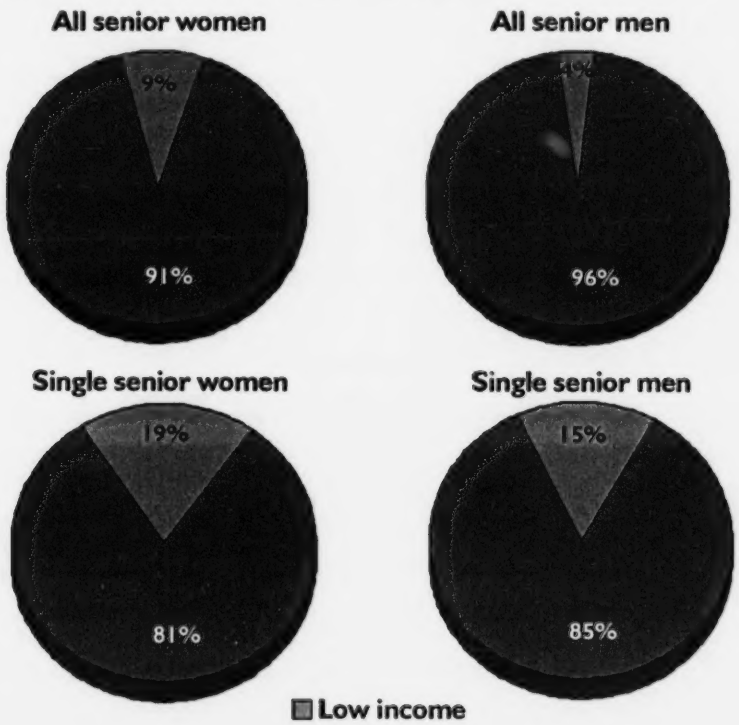
SWC's Working Environment

Despite significant gains in women's participation in the economic, social and cultural life of Canada, challenges persist, particularly for certain disadvantaged populations of women.

- Overall, Canadian women continue to earn only 71 cents for every dollar earned by Canadian men. In addition, women in general are more likely to experience violence and assault: 1 in 3 girls are sexually assaulted before the age of 18 years.
- Aboriginal women face higher rates of violence and poverty than other Canadians. In 2004, 24% of Aboriginal women (compared to 8% of non-Aboriginal women) experienced spousal violence. Aboriginal women are also more than twice as likely to be living on a low income: 36% versus 17% for non-Aboriginal women (and 32% for Aboriginal men).



- Despite the overall decrease in poverty among senior women, the incidence of low income among senior women is still twice that among senior men (9% of women versus 4% of men). Of single senior women, 19% (as compared with 15% of single senior men) live in low-income situations.



- Recent government statistics indicate that although immigrant women are generally well educated, they are more likely to be unemployed than their Canadian-born counterparts: 70% as compared with 64%. Not surprisingly, this translates into lower incomes: 23% of all foreign-born women live in poverty, as compared with 16% of Canadian-born women.

During the period 2006–2007, there were a number of key influences on SWC's policy environment. In September 2006, the Government response to the Standing Committee on the SWC report, *Gender-based Analysis: Building Blocks for Success*, was tabled. The Government's response focused on the importance of increasing accountability and on working with the central agencies to build on activities undertaken by SWC in previous years.

Changes also resulted from the internal governance review and the shift to a new direction for the Department. With the introduction of the Deputy Coordinator role, with responsibility for departmental operations, the organizational management structure of SWC was streamlined and consolidated. In addition, with the amalgamation of the former Policy, Gender-Based Analysis, and Research directorates, SWC's core work of providing policy advice focused on supporting departments and central agencies in the application of GBA. Under this new direction, the Department was committed to carrying out trend and gap analysis on gender issues and GBA; providing impact analyses for policy and program activities; developing partnerships to as-

sist departments in integrating GBA into the design and implementation of key initiatives; and supporting the central agencies in their monitoring and reporting on progress related to the full participation of women in the economic, social and cultural life of the country.

Also in September 2006, an efficiency review identified $5 million in administrative savings through the streamlining and consolidation of SWC's operations. The consolidation was aimed at enhancing SWC's policies, processes and practices for funding programs and for policy advice, to achieve greater accountability and effectiveness. To meet the $5 million target, regional points of service for the WP were reduced from 16 to 4, and SWC's human resources were reduced from 131 full-time equivalents (FTEs) to 70 FTEs effective April 1, 2007. The streamlining exercise also resulted in the elimination of the Policy Research Fund. In addition, in March 2007, the Government of Canada announced $5 million in new funding for the WP for 2007–2008. Budget 2007 announced a further $5 million in new financial resources for the Department to deliver more concrete results to women. The terms and conditions of the WP were subsequently modified to create two new components: the **Women's Community Fund** and the **Women's Partnership Fund.** The Women's Community Fund is a grant and contribution fund of $12.3 million for eligible recipients to carry out projects at a local, regional, and national level. The Women's Partnership Fund is a contribution funding of $3 million for collaborative projects that involve partners such as public institutions and non-governmental organizations (see Program Activity 2 for more details).

To prepare for both the September savings announcement taking effect on April 1, 2007, and the WP redirection, SWC began consolidating and streamlining functions and activities. The Department experienced significant challenges typically related to such transitions—for example, loss of human resources while making necessary adjustments to management tools and maintaining service delivery. Consequently, SWC managed important risks associated with such preparation:

- *The overall shift of the organization toward the 2007–2008 structure and the transition to the Department's new approach in the context of the new* Public Service Employment Act *and* Accountability Act: The Department handled the subsequent political, public (in particular, the primary constituents of SWC), media, and staff reaction to the savings announcement.
- *Changes and adjustments as a result of the WP redirection (new service delivery structure, new clientele):* In the approved management framework for the funding program, SWC identified specific mitigation strategies that are expected to bring residual risk to an acceptable level.

Priority 1: Implementation of Gender Equality Approach

SWC continued to work on ensuring women's participation in the economic, social, and cultural life of Canada, with a focus on Aboriginal women and on advancing economic security[1] for women. The Department undertook a number of actions to ensure accountability and sustainability of commitments to the status of women:

- In 2006–2007, SWC initiated the development of indicators and benchmarks on women's progress in Canadian society;
- SWC continued to work with the central agencies to increase accountability for the application of GBA and consideration of gender (within existing government reporting mechanisms);
- SWC continued to provide support to women's and other organizations to ensure that women's realities, contributions, and concerns are better reflected in policy; and
- The Minister undertook roundtable discussions with a cross-section of women's groups and other stakeholders regarding government priorities, held discussions with Aboriginal women on issues of concern, and met with businesswomen.

Priority 2: Implementation of Modern Management / Governance

SWC maintained its commitment to implementing the modern management agenda. In 2006–2007, the Department continued its work on governance reform, with the goal of achieving greater integration, efficiency, and effectiveness. In the first part of the year, SWC focused on strategic discussions with and between senior managers and on consultations with SWC staff. In the summer of 2006, the organizational management structure of SWC was streamlined and consolidated, and the role of Deputy Coordinator, with responsibility for departmental operations, was introduced. In addition, the Policy, Gender-based Analysis, and Policy Research directorates were amalgamated, as were the Executive Services and Communications directorates.

In response to the Management Accountability Framework (MAF) assessment by the Treasury Board Secretariat (http://www.tbs-sct.gc.ca/maf-crg/documents/booklet-livret/booklet-livret_e.asp), which pointed to key priorities and elements, SWC Senior Management adopted the following operational priorities in July 2006:

- *Creating awareness and understanding of the legislative basis of the financial supply process*—Standards were set and guidance and support structures were offered to Finance staff. SWC now considers this issue resolved;
- *Embedding public service values and ethics (V&E) within the organizational culture and identifying V&E risk areas for the organization*—In light of the streamlined organizational structure, SWC must now review and update its MAF, which will include revisiting the 2006–2007 action plan submitted to Senior Management in June 2006; and
- *Successfully completing SWC's implementation of the new* Public Service Employment Act.

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[1] Note that in the *2006–2007 Report on Plans and Priorities*, "economic security" was referred to as "economic independence" and "economic stability."

Section II – Analysis of Program Activities for the Strategic Outcome

To fulfill the Government of Canada's commitment to building a society that is inclusive of all Canadians, SWC promotes the full participation of women in the economic, social, and cultural life of Canada. This revised strategic outcome flows from SWC's legal mandate to coordinate policy and administer related programs with respect to the status of women, which is strengthened by the *Canadian Charter of Rights and Freedoms*, Canada's commitments to the *Convention on the Elimination of All Forms of Discrimination against Women*, and the *Beijing Platform for Action*.

Given SWC's experience, size, and resources, strong partnerships with other federal departments and with provincial and territorial governments, women's and other voluntary organizations, the private sector and civil society are important to ensure women's full participation in the economic, social, and cultural aspects of society. Two main program activities that help in focusing the Department's efforts are promoting equitable public policy and building knowledge and organizational capacity on gender equality.

As mentioned in previous public reports, the 2007–2008 program year signals the start of a revised operations framework for both the funding program and SWC's internal functions. These revised operations will influence the nature of SWC's activities and lead to a slightly different reporting format for its program activity architecture. Nonetheless, according to the guidelines, the information that follows remains structured according to the current program activity architecture:

- To promote equitable public policy
- To build knowledge and organizational capacity on gender equality

Indicator: Progress in priority areas identified by SWC.

Program Activity 1: Promote Equitable Public Policy

Financial resources ($ Millions)[a]

Planned spending	Total authorities	Actual spending
2.6	2.7	1.8

Human resources (FTEs)[a]

Total authorities	Actual	Difference
23	10	13

[a] Since developing its Program Activity Architecture, SWC has refined its resources allocation to better align to its program activities. Hence, in 2006–2007, some total authorities and actual figures continued to reflect this shift.

SWC's work on promoting equitable public policy focuses on horizontal work across the federal, provincial, and territorial governments. The goal is to influence the development of policies, programs, legislation, and services that respond to the diversity of women's lives.

Expected result: The government develops and implements federal initiatives that narrow inequalities between women and men and that expand opportunities for women.

Performance indicator: The number of federal initiatives that significantly advance gender equality.

RESULTS: *Successfully met.*

SWC continued to work toward ensuring women's full participation. In 2006–2007, it adopted a more targeted and coordinated approach with other federal government departments to focus on issues related to Aboriginal women. SWC also continued work on initiatives relevant to women's economic security and to violence against women. During implementation of the governance review findings, the Department streamlined its work around its refocused priorities:

- SWC continued to collaborate with the Native Women's Association of Canada (NWAC) in the Sisters-in-Spirit Initiative, which is explained in more detail at sub-activity 1.1 and the second part of Table 7. SWC's contribution supports NWAC's work with other Aboriginal organizations and the federal government on activities aimed at determining the actual number of missing and murdered Aboriginal women, understanding the root causes of racialized and sexualized violence, and implementing programs, services, and practices aimed at reducing and ultimately eliminating violence against Aboriginal women. SWC also worked with its provincial and territorial partners to advance these same goals. With federal partners, SWC helped to develop collaborative strategic plans, consulting key informants and providing advisory services to NWAC. Through the Sisters-in-Spirit Joint Interdepartmental Working Group, SWC sought to enhance the capacity of NWAC and other Aboriginal organizations to participate in the development of policies to combat violence against Aboriginal women.
- In 2006–2007, SWC worked in collaboration with Statistics Canada to inform the development of indicators and benchmarks on women's progress in Canadian society, with a specific focus on Aboriginal women and economic security. SWC will continue to work on such indicators with a wider range of partners.
- Given the horizontal mandate of SWC and the responsibility of all departments to incorporate GBA into their policy and program development processes, SWC continued to work with the central agencies to increase accountability (within existing government reporting mechanisms) across a broad range of sectors. Included was preliminary work with the Treasury Board Secretariat on incorporating gender considerations into the MAF for all federal department submissions. Starting July 2007, the Treasury Board Secretariat required that submissions to Treasury Board consider the GBA component.

Interdepartmental collaboration of this kind is expected to increase in the coming years, given the implementation of the Partnership Fund to address issues of common interest.

Sub-activity 1.1: Perform Gender-based Policy Analysis

Sub-activity 1.1 focuses on influencing public policy development through GBA and the provision of advice and recommendations in federal policy areas, particularly those related to women's economic security, Aboriginal women, and violence against women.

Expected result: Federal government policies that advance gender equality.

Performance indicator: Percentage of policy recommendations made by SWC that are accepted by federal departments.

RESULTS:

In 2006–2007, SWC continued in its role of influencing public policy development through GBA and the provision of advice and recommendations to other federal government departments. The nature of the work is such that the projects initiated in 2006–2007 involve long-term engagement by SWC that will eventually lead to concrete results. In line with SWC's more targeted approach, SWC influenced public policy through a number of activities:

- ***Sisters-in-Spirit Initiative:*** SWC played a funding, monitoring, liaison, and advisory role with NWAC to help ensure that the goals of the Sisters-in-Spirit Initiative are realized. In 2006–2007, SWC co-chaired with NWAC the Joint Working Group of the Sisters-in-Spirit Initiative, which met quarterly. The Joint Working Group identifies areas for collaborative work to improve services for Aboriginal women by all federal departments. As a result of this support, NWAC successfully implemented a community-based research work plan, designed communication tools and curriculum kits for community workshops to Aboriginal organizations, held consultations with stakeholders for the development of their strategic plans, and trained members of the organization in GBA using materials provided by SWC. With the assistance of SWC, NWAC identified in their strategic plan socio-economic policy areas related to Aboriginal women for potential attention by the Government of Canada.

  As a result of SWC funding, NWAC has been able to develop a culturally relevant GBA framework in collaboration with Aboriginal communities and to assess the impacts of policies, programs, and legislation on Aboriginal women and men alike.

  Further, within the research and data collection area of the initiative, NWAC has exceeded its established yearly targets, using community-based research and family interviews to validate the number of missing and murdered women and to document their lives at the time they went missing. This information is critical and will inform future strategies to keep Aboriginal women safe.

In support of the Sisters-in-Spirit initiative, NWAC Youth developed a Youth Council Violence Prevention Toolkit >>>

In support of the Sisters-in-Spirit initiative, NWAC Youth developed a Youth Council Violence Prevention Toolkit that provides Aboriginal youth—and girls in particular—with violence prevention information and tools to protect themselves and their communities. The toolkit, which also provides community organizations with tools to promote violence prevention to youth, includes a *Facilitator's Guide*, information sheets, and exercises that cover topics such as domestic and relationship violence, date violence, sexual assault, emotional and psychological violence, bullying, and community action plans for easy implementation. Because NWAC and government departments have worked regularly and collaboratively with federal partners on the Sisters-in-Spirit initiative, many of the federal departments, including SWC, are working to support the implementation of the toolkit across Canada.

Through the public education and awareness strategy of the Sisters-in-Spirit initiative, NWAC has also gained the support of Aboriginal men >>>

Through the public education and awareness strategy of the Sisters-in-Spirit initiative, NWAC has also gained the support of Aboriginal men. The new Brothers in Spirit group encourages Aboriginal men to speak out about violence against Aboriginal women and about missing and murdered Aboriginal women. (NWAC can be contacted at 1-800-461-4043 or reception@nwac-hq.org.)

- ***Aboriginal Horizontal Framework:*** The Aboriginal Horizontal Framework, a government-wide overview of Aboriginal-direct programming and spending by the Government of Canada (led by Indian and Northern Affairs Canada and Treasury Board Secretariat), was gender-disaggregated on a recommendation from SWC even if the way in which gender inequalities may be affected by various issues is not explored within the report. The intent of the framework is to address how the real challenges can be resolved and lead to an improved quality of life. For more information, visit http://www.tbs-sct.gc.ca/aaps-aapd.

- ***Women with disabilities:*** SWC is a member of a federal interdepartmental working group examining options to promote accessibility and the full participation in society of persons with disabilities. SWC has provided gender-disaggregated data that has been incorporated into the discussion documents informing the group's ongoing work, and SWC will continue to provide gender analysis as options are developed.

SWC made recommendations on the need to understand the scope and nature of trafficking and solicitation in terms of victims' needs and service provision issues >>>

- ***Trafficking in persons:*** SWC is also a core member of the Interdepartmental Working Group on Trafficking in Persons. Co-chaired by the Departments of Justice and of Foreign Affairs and International Trade (DFAIT), the group comprises 16 federal departments and agencies and is responsible for coordinating Canada's anti-trafficking activities. In 2006–2007, SWC was a key contributor to government activities on trafficking and solicitation, providing insights into the realities faced by the women involved in such issues. Specifically, SWC made recommendations on the need to understand the scope and nature of trafficking and solicitation in terms of victims' needs and service provision issues, leading to the incorporation of the recommendations into the government response to the report on trafficking by the Standing Committee on Justice and Human Rights.

Sub-activity 1.2: Coordinate Federal Government Activities and Report on Progress

Sub-activity 1.2 focuses on coordinating federal activities and reporting on progress. This coordination signals a continued effort by SWC to work with federal departments and provincial and territorial governments on the development and implementation of federal actions related to Aboriginal women, women's economic security, and violence against women. In addition, SWC continued to report domestically and internationally on progress related to government commitments, such as the *Convention on the Elimination of All Forms of Discrimination Against Women.*

Expected result: Federal departments are engaged in a cohesive, consistent approach to developing and implementing government policies to advance gender equality.

Performance indicator: The number of departments engaged in implementing a new approach to achieving gender equality.

RESULTS:

Given that many policy areas of concern to women are the responsibility of provincial and territorial governments, SWC works closely with its provincial and territorial counterparts. For 2006–2007, the Ministers and Senior Officials Responsible for the Status of Women forums continued to work on initiatives relevant to Aboriginal women, such as developing action plans on specific issues related to Aboriginal

women's treatment in the justice system and on the promotion of leadership roles. These forums also worked on a variety of other initiatives related to the issue of violence against Aboriginal women:

- ***Aboriginal Policy Forum:*** The Federal/Provincial/Territorial (FPT) Ministers Responsible for the Status of Women initiated and hosted a landmark event, the *Policy Forum on Aboriginal Women and Violence: Building Safe and Healthy Communities*, which took place in Ottawa on March 27–28, 2006. This forum brought together more than 250 delegates representing First Nations, Inuit, and Métis organizations, plus advocates, policy-makers, and FPT officials. SWC partnered in funding the forum with the Department of Justice, Indian and Northern Affairs Canada, the RCMP, and Indian Residential Schools Resolution Canada (at http://www.irsr-rqpi.gc.ca/english/index.html).

  The forum provided an opportunity for participants to explore ways to build their individual capacity and to take collective or individual action to prevent and address violence against Aboriginal women. In the case of FPT representatives, it also raised awareness of the issue of violence against Aboriginal women and the effects of various policies. The forum created a dialogue on policy and program initiatives between government officials and Aboriginal women's organizations, promoted the sharing of promising practices on violence prevention, and showcased programs and services from across the country that are making a difference.

  The findings of the forum have informed SWC's work, as well as that of its provincial and territorial counterparts. In particular, the forum informed the planning for both the National Aboriginal Women's Summit which took place in June 2007 (http://www.laa.gov.nl.ca/ laa/naws/agenda.htm), and the action plans of the FPT Ministers Responsible for the Status of Women, confirmed in July 2007.

"Measuring Violence Against Women: Statistical Trends 2006" is a tool that sheds new light on the prevalence of violence among women in Canada >>>

- ***Measuring violence against women:*** In 2006, the FPT Ministers Responsible for the Status of Women also released *Measuring Violence Against Women: Statistical Trends 2006*, a tool that sheds new light on the prevalence of violence among women in Canada, including individual analyses of violence against Aboriginal women. Given SWC's priority of combating violence against women, this tool informed the work of SWC and its provincial and territorial counterparts in 2007–2008. For more details, refer to http://www.statcan.ca/english/research/85-570-XIE/85-570-XIE2006001.htm.

- ***International obligations:*** In collaboration with other government departments, SWC completed Canada's combined 6th and 7th Reports to the United Nations (UN) committee responsible for monitoring States Parties' compliance with the *Convention on the Elimination of All Forms of Discrimination against Women*. The report specifically addressed the recommendations of the UN Committee on the Elimination of Discrimination against Women (based on Canada's 5th report submitted in 2003), which included SWC's work on improving women's economic security; improving the legal, economic, and social situation of Aboriginal women; increasing accountability for implementation of GBA and for tracking results. The combined 6th and 7th report was submitted to the UN in May 2007 and will be reported on in SWC's *2007–2008 Departmental Performance Report* (DPR).

  In close collaboration with DFAIT and other government departments, SWC led preparations for Canada's participation during February 26 to March 9, 2007, in

the 51st session of the UN Commission on the Status of Women, a meeting held annually in New York. As a result of SWC's input, a set of draft Agreed Conclusions on the priority theme, "the elimination of all forms of discrimination and violence against the girl child," was completed and adopted by all member states.

SWC served as Canada's member of the Commonwealth Plan of Action Monitoring Group. The goal of the group was to assist in developing a Monitoring and Evaluation Framework for the Commonwealth Plan of Action on Gender Equality (2005–2015; http://www.thecommonwealth.org/Internal/33902/38116/poa_2005_2015/) endorsed at the last Women's Affairs Ministerial Meeting in 2004, as well as to consider a proposal for a Working Group on Women, Peace and Security. SWC provided advice and recommendations that were included in the framework, which was discussed at the Commonwealth 8th Women's Affairs Ministerial Meeting in June 2007. This will be reported on in the next DPR.

During 2006–2007, the Co-ordinator of SWC, as Canada's principal delegate to the Inter-American Commission of Women/Comision Interamericana de Mujeres (CIM), continued to play a lead role in the CIM as a member of the CIM Executive Committee. During this time, the CIM worked intensively to advance women's human rights and the elimination of gender-based violence, including in its agenda the issue of HIV and its link to gender-based violence and to aspects of multidimensional security. The CIM also continued implementation of the Inter-American Program on Women's Human Rights and Gender Equity and Equality.

SWC led Canada's preparations for the CIM Executive Committee meeting held in May 2006, and for the CIM Assembly of Delegates held in November 2006, including, in collaboration with other departments, the drafting of Canada's national report to the CIM. The Assembly of Delegates is the supreme authority of the CIM, and its resolutions, together with those of the Organization of American States General Assembly, set the guidelines for the work of the CIM. SWC actively participated in the negotiation of the resolutions adopted at the Assembly of Delegates, including those on the issues of prevention, punishment, and eradication of violence against women and of trafficking in persons.

As Canada's representative on the Asia–Pacific Economic Co-operation (APEC) forum's Gender Focal Point Network, SWC worked in close collaboration with DFAIT and other government departments and in partnership with the private sector and academia to fulfill Canada's commitments on gender integration in APEC. This work included drafting and presenting Canada's national report on the implementation of the Framework for the Integration of Women in APEC (http://www.dfait-maeci.gc.ca/canada-apec/women-en.asp).

One of Canada's priorities in APEC is to track the Canadian-led **Supporting Potential Women Exporters Project,** on which SWC has collaborated with DFAIT and others since 2002. In September 2006, with DFAIT and the government of Vietnam, SWC co-hosted a policy seminar on women as small-scale producers. The findings will inform SWC's work on the challenges facing Aboriginal and Inuit women who are small-scale producers. Results are expected to be presented in the next DPR.

Program Activity 2: Build Knowledge and Organizational Capacity on Gender Equality

Financial resources ($ millions)[a]

Planned spending	Total authorities	Actual spending
22.2	22.5	22.5

Human resources (FTEs)[a]

Total authorities	Actual	Different
108	83	25

[a] Since developing its Program Activity Architecture, SWC has refined its resource allocations to better align to its program activities. Hence, in 2006–2007, some total authorities and actual figures continued to reflect this shift.

Program activity 2 focuses on developing the knowledge and capacity of a number of stakeholders so that they are better prepared to address, in a coordinated manner, gender-based issues of significance to Canadian society.

SWC uses a number of different avenues to provide gender-based information. For example, SWC has developed custom-made GBA training that is available to all federal government departments. The GBA training tool helps to ensure that federal policies reflect gender considerations throughout the development process, rather than just as add-ons once policies are finalized. SWC has commenced work with the three central agencies—the Treasury Board Secretariat, the Privy Council Office, and the Department of Finance—to ensure that GBA is an integral part of their planning and reporting processes.

In 2006–2007, through its grants and contributions program, SWC also continued to support women's and volunteer organizations so as to facilitate the full participation of women in Canadian society. SWC provides funding for projects that contribute to the achievement of such strategic outcome, to supporting government priorities, and to giving Canadians value for money. Through this aspect of program activity 2, SWC seeks to advance the full participation of women by increasing knowledge and organizational capacity and by ensuring that women are the direct beneficiaries of project outcomes.

SWC's policy research activities in 2006–2007 focused on creating a strong knowledge base with emphasis on women's economic security and on Aboriginal women. This knowledge base supported SWC's policy role in providing guidance on complex policy and programming issues affecting women in Canada. SWC continued to share its policy research with other federal departments and with stakeholders such as academics and non-governmental organizations.

Expected result: Knowledge and gender equality capacity gaps are addressed by federal departments, non-governmental organizations, and others.

Performance indicators: The number of groups taking action on gaps and achieving their stated results. The number of policy-makers aware of targeted research findings. The number of new research citations.

RESULTS: *Successfully met.*

In 2006–2007, the Policy Research Fund (PRF) published several research reports, with the goal of increasing understanding among federal government departments and stakeholders such as academics and non-governmental organizations of the impact of various policies on women's economic security (PRF reports can be found at http://www.swc-cfc.gc.ca/pubs/pubspr/index_e.html). Subsequent to the implemen-

tation of the governance review recommendations, which sought to bring more cohesion to SWC's contribution to policy development, the Research directorate was merged with the Policy and Gender-Based Analysis directorates. Although the PRF was discontinued, SWC still carries out internal policy research activities and will publish the reports from six outstanding projects.

At the 11th International Metropolis Conference, held in October 2006 in Lisbon, Portugal, SWC jointly organized (with Metropolis Project Canada, Citizenship and Immigration Canada, the Public Health Agency of Canada, and the Department of Integration and Diversity in the Ministry of Labour and Social Inclusion, Norway) a day-long workshop on women and migration issues. This occasion was the first time since the inception of the Metropolis Project that a full-day, gender-specific policy research workshop had been held at the annual international conference. In collaboration with the Public Health Agency of Canada, SWC prepared and published a summary of the workshop proceedings. The summary, which can be read at http://www.swc-cfc.gc.ca/pubs/pubspr/0662451341/200610_9780662451341_e.pdf includes contributions from an international panel of experts.

In partnership with the Research Directorate of Indian and Northern Affairs Canada, SWC created a plain language summary of pre-conference workshop presentations on Bill C-31 jointly organized by SWC and Indian and Northern Affairs Canada at the March 2006 Aboriginal Policy Conference. The documents will be made public in 2007–2008.

Sub-activity 2.1: Gather, Generate, and Disseminate Gender Equality Information

Sub-activity 2.1 focuses on assisting federal departments and agencies in setting up processes and structures in capacity-building and in creating tools to integrate GBA into their policy and program development activities.

Expected result: Integration of GBA into government initiatives.

Performance indicator: Selected federal departments possess an increased capacity to conduct GBA.

RESULTS:

To provide leadership on the implementation of GBA and to ensure its sustainability across government, SWC maintains its shift in focus from individual to institutional capacity building. Building upon the joining of the Gender-Based Analysis directorate with the Policy and Research directorates, SWC intends to provide advice to departments and central agencies on applying GBA in key initiatives.

The report on GBA by the Standing Committee on the Status of Women and the response to the report by the government both highlighted the accountability role to be played by central agencies and the need to integrate GBA into select priority areas, in partnership with the appropriate departments. Informed by the report and the response, SWC worked closely with central agencies in 2006–2007 on capacity building adapted to their mandates, including the application of GBA to a select number of policies. For example, where data permitted, the Department of Finance applied GBA to the 2007 federal budget. The results will be reported in their DPR.

Further, SWC undertook with partners a joint exploration of links between GBA and various reporting mechanisms. For example, SWC and the Treasury Board Secre-

tariat have been exploring the effects of the application of GBA on the Management, Resources, and Results Structure and on the MAF from an operational perspective. Their goal is to ensure that gender outcomes can be tracked and that departments can be held accountable for the integration of GBA.

SWC continued to respond to demands for its GBA training by providing capacity-building support to other federal departments, to provincial governments, and to other stakeholders, including Human Resources and Social Development Canada, Indian and Northern Affairs Canada, the Canadian Evaluation Association, the Assembly of First Nations, the Saskatchewan Women's Policy Office, and the Newfoundland and Labrador Women's Policy Office. Almost 75% of attendees to the 2005–2007 sessions indicated that, as a result of their SWC training, they would be able to explain the basic concepts and tools for applying GBA. In addition, 75% indicated that they would be able to apply GBA in their area of work as a result of the training.

Although it is too early to report on policy or program outcomes attributable to the integration of GBA, capacity building is an essential component in enabling departments to integrate GBA into their initiatives and central agencies to play their challenge function. Given the evaluation results subsequent to the training sessions, an increased capacity to conduct GBA has resulted from the successful GBA activity.

SWC also responded to international requests for training. As part of a five-year capacity-building project (funded by Canadian International Development Agency) that was undertaken between SWC and the Russian government under the Governance Advisory and Exchange Program, SWC provided GBA training to government officials and non-governmental representatives from the Komi region of Russia in April 2006.

Sub-activity 2.2: Fund Research and Community-based Action

Sub-activity 2.2 focuses on funding research and community-based action that addresses selected issues of significance to the status of women in a coordinated manner, and on supporting stakeholders in their efforts to ensure the full participation of women in Canadian society.

Expected result: Knowledge of and engagement in gender equality are enhanced.

Performance indicator: The number of organizations that have achieved their stated funding objectives.

RESULTS:

Women's Program: In 2006–2007, the WP provided grant funding to more than 250 projects at the local, regional, and national levels while pursuing its annual contribution with the NWAC (the Sisters-in-Spirit Initiative is described in more detail in Table 7). These 250 projects included those that were newly approved, in progress, and completed.

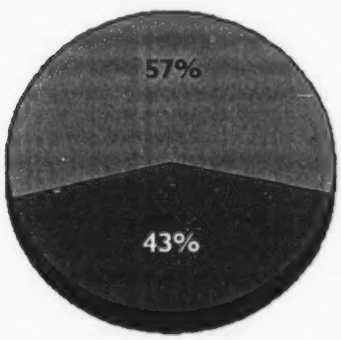
A review of a quarter of the projects approved in 2006–2007 indicated that more than 12,000 women are participating in, or have already benefited from, their participation in these projects >>>

With the introduction of changes to the WP in September 2006, an increased focus was placed on direct benefits for participating women. A review of a quarter of the projects approved in 2006–2007 indicated that more than 12,000 women are participating in, or have already benefited from, their participation in these projects.

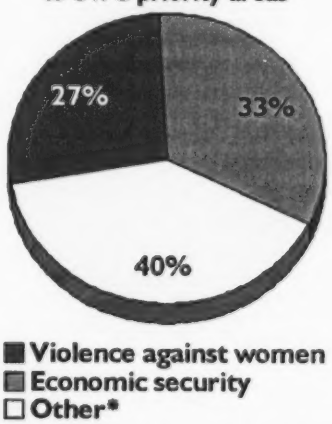
The completed projects were assessed to determine the nature and scope of WP investment, the extent to which the projects succeeded in achieving their expected results, and the contributions of these projects to WP and SWC outcomes. (Project assessment is conducted using data from recipient reports at the completion of a project. An internal tool—a closeout assessment form—is used to collect project performance data that is later analyzed for planning and reporting purposes.)

More than 50% of the completed projects addressed SWC priority issues (some projects addressed more than one priority population):

Status of projects 2006–2007

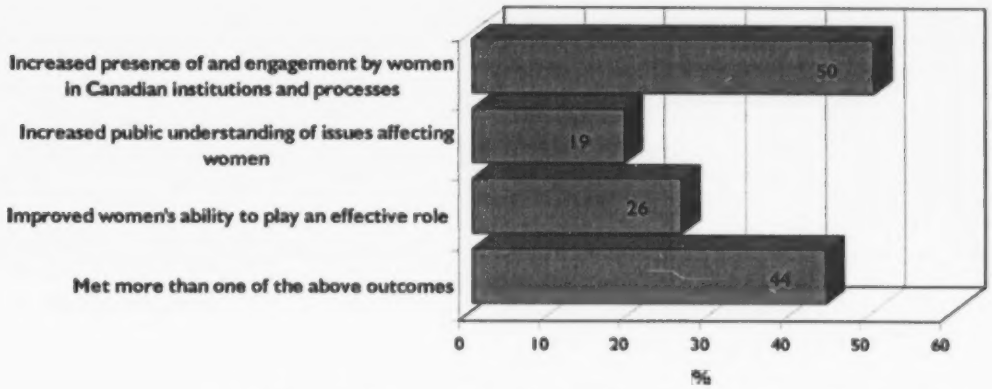


Proportion of projects dedicated to SWC priority areas



* "Other" includes projects focused on increasing women's participation in decision-making bodies in a variety of forums, including government, regional health and education councils, and other organizations.

According to project performance reports submitted by funding recipients, in 2006–2007, 97% of the completed projects succeeded in achieving the expected outcomes*:

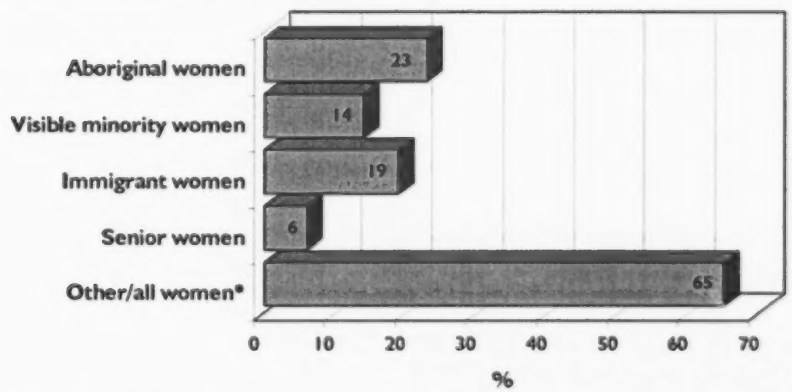


* Chart shows achievement of certain specific outcomes by the completed projects that achieved at least one outcome, and therefore the illustrated percentages add to more than 100%.

The others were assessed to have fallen short of expected results and were studied further for lessons learned. Different projects provided different insights, but some common elements were identified, the key element being an effective risk management strategy. SWC plans to actively monitor grants to ensure adequate progress of project implementation and to identify new risks and possible mitigation strategies. Such strategies could address at an earlier stage issues such as delays in project completion or partial or lack of achievement of expected results.

WP resource investment ensures that funded projects address issues and use strategies that are relevant to women in their diversity. Most of the projects funded in 2006–2007 (105 of 107 projects) therefore targeted all women. These projects included activities in which women of various backgrounds could participate and had outputs and outcomes with a direct impact on women in general. Where a targeted approach was required, the WP provided funding for projects that focused on specific groups.

During the 2006–2007 fiscal year, 50% of the 107 projects approved for WP funding addressed the needs of new priority populations (some projects addressed more than one priority population):



* Chart shows populations served by the approved projects that served at least one targeted population, and therefore the illustrated percentages add to more than 100%. "Other/all

women" includes projects that are intended to address the issues of all women or a specific group such as young women or women with disabilities.

PROJECTS ADDRESSING THE CONCERNS OF ABORIGINAL WOMEN

In line with Government of Canada priorities, SWC worked closely with Aboriginal women's organizations to increase their capacity to mobilize and act on issues related to violence, poverty, and self-governance. SWC also continued its work with women in general on improving their economic stability. For example, the **Pauktuutit Inuit Women's Association** (http://www.pauktuutit.ca) carried out a national project called *Violence Against Women,* which demonstrates significant progress on promoting "zero tolerance" of family violence in eleven Northern communities. One of the outcomes of this project is evidence of a significant shift from denial, inaction, and shame to zero tolerance of violence against women in the targeted communities.

The final project report submitted by the recipient provided a series of indicators to demonstrate achievement of the expected outcomes. Specifically, seven Inuit communities established committees of concerned citizens and service providers to address family violence at the community level. Twenty-one Inuit women volunteers who enhanced their capacity through the project remain actively engaged in providing guidance and support to the committees. After the project was completed, some of the indicators identified included a counselling program for couples, monthly information-sharing meetings, plans to deal with alcohol abuse, a community kitchen for women, the re-opening of a shelter, and the passing of a motion by the town council of Rankin Inlet declaring "zero tolerance" of violence against women. Local radio call-in shows were used to mobilize community members. Other indicators show an increased openness in discussing family violence in the community.

The project sought to address barriers to women's participation in natural resource management, particularly as members of fishing and hunting boards. Experienced hunters are mostly men, but women are more active in fishing and in sewing and repairing clothing essential for the hunting and fishing industries. While the actual numbers have not increased, there are indicators of growing community awareness of the need to increase women's representation on the boards responsible for natural resource management. The data provided show that seven women from the four Inuit communities will help facilitate women's involvement in resource management boards.

North End Women's Centre (http://www.newcinc.org/) focused on issues of financial literacy for women, particularly Aboriginal women, in the North End of Winnipeg. The Centre implemented various programs with the direct involvement of women and worked with bankers and others in the financial industry to increase women's understanding of financial issues and access to financial and government services related to their economic security. As a result of the project, 35 women increased their money management skills, and the Centre developed a better understanding of the issues faced by women. During the project, the Centre worked with other partners to establish a community bank, which is now providing banking services to women clients.

Intercultural Grandmothers Uniting is a network of First Nations, Métis, and other older women that was established in 1993 to build bridges of understanding, respect, friendship, and trust between the races and the generations. An SWC-funded project enabled the organization to develop an action plan and to identify potential partners such as Aboriginal Family Services (Regina), Care from the Core (Regina), and Thomson and Balcarres community schools to carry out activities that ad-

dress issues such as poverty and marginalization among senior women and racism and violence against youth.

PROJECTS ADDRESSING WOMEN'S ECONOMIC SECURITY

The **Women Building Futures** (http://www.womenbuildingfutures.com) project in Alberta, focusing on the economic security of women, sought to improve the employment opportunities of women in the construction trades. The strategy of the project was to build the confidence of employers in this industry to hire and retain women in the construction trades. An immediate result was that collaborative partnerships developed among potential employers, key to the success of the project. The result of these partnerships with industry associations and employers has been a significant increase in the number of employers coming to Women Building Futures with offers of employment for their students. For example, 185 employers contacted the organization to hire the 15 recent women graduates.

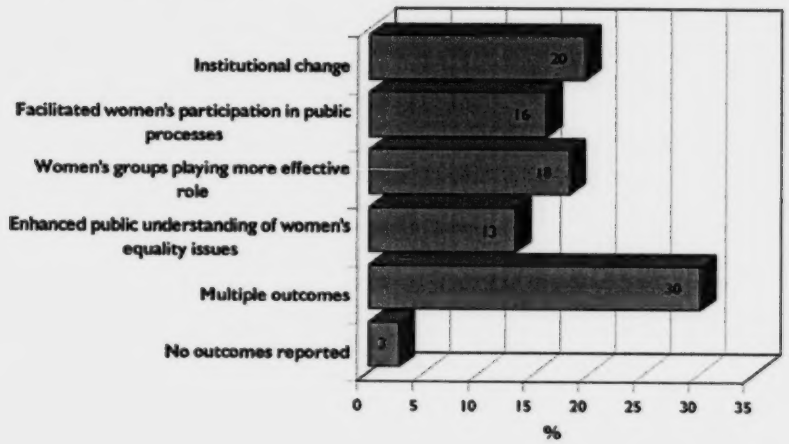
The **Urban Core Support Network** in Saint John, New Brunswick, carried out a project addressing issues of economic security among women (http://www.ahsc.health.nb.ca/CHC/urbancore.shtml). This project was designed for women striving to make the transition from income assistance to employment. The output, a paper titled *Making Work Pay in New-Brunswick—Poverty Uncovered: Reality and ReSolution* was made available to the target group with the objective of creating awareness of the challenges faced by women. About 100 women on social assistance were beneficiaries of this project.

As a result of this project, the provincial government made a commitment to removing the existing barrier that prevents about 100 social assistance recipients from entering the labour force. The government is also reviewing the report with the aim of considering the group's recommendations. The outcome achieved—shifting thinking towards creating an income supplement program for low-income women with dependents working full time in New-Brunswick—had a direct impact on women making the transition to sustained self-sufficiency.

EXAMPLES OF OTHER PROJECTS WITH DELIVERED OUTCOMES

Under its previous terms and conditions, WP funding was invested with the objective of producing outcomes such as institutional change (increased role of women in decision-making processes), public policy (increased engagement by women in public policy processes), public understanding (enhanced understanding of women's equality), and enhanced organizational effectiveness (increased capacity of women's organizations to bring women's issues and voices to various forums). A closeout assessment form was used for the projects completed in 2006–2007 to determine the nature and scope of their outcomes and the extent to which they contributed to WP outcomes.

The WP assessment of the 143 completed initiatives showed that 28 projects achieved outcomes in "institutional change" and that 23 others succeeded in facilitating the participation of women in public processes. Twenty-six projects enhanced the organizational capacity of women's groups to play an effective role in advancing women's issues, and 19 others enhanced public understanding of the equality issues pertaining to women. Of the 143 projects, 96 reported one outcome, 43 reported multiple outcomes (two or more), and 4 did not report outcomes, citing various problems, among others, instability of the organization, and weakened capacity to carry out the project as planned.



The **Riverdale Immigrant Women's Centre** (RIWC) and the **Working Skills Centre** carried out a project designed to facilitate entry of internationally trained teachers (ITTs) into the education system. The two organizations worked with several stakeholders to identify and address a series of barriers faced by such teachers. The immediate outcome of this project was an increased awareness among ITTs about the certification processes and other requirements to enter the teaching profession in Ontario. In addition, with the collaboration of the Ontario College of Teachers and the Ontario Teachers' Federation, steps were taken to facilitate the re-entry of ITTs into the teaching profession. There are also indicators of a long-term impact given the partnership developed between RIWC, Teaching English as a Second Language, the Ontario Teachers' Federation, and the Ontario College of Teachers.

In Québec, **l'Alliance des communautés culturelles pour l'égalité dans la santé et les services sociaux** (http://www.accesss.net/) carried out a project to create awareness of the extent of family violence among ethnocultural communities by improving awareness of the issues related to marital violence between women and men in those communities.

The project engaged a large number of men and women in various activities as both committee members and individuals. Members of ethnocultural communities had the opportunity to discuss and identify community-based solutions and to develop intervention mechanisms.

A project called Bridging the Gaps between Criminal Harassment, Victimization, and the Criminal Justice System Approach was carried out by **Family Services Regina Inc.,** focusing on criminal harassment behaviours, policies, and legislation. As a result of this project, there are indicators of increased understanding of the early warning

signs of criminal harassment and increased capacity to provide the required services to victims of criminal harassment. In response to the project's research findings, the Regina Police Services committed to examining how criminal harassment cases are investigated and to work with SWC to address policy issues related to such crime. A partnership between the two organizations is expected to lead to improved services for victims of criminal harassment.

As part of this project, an advisory panel of experts in the field of indicator development was created to inform the development of a framework for gender equality indicators and to identify areas where indicators of progress are needed. In addition, two technical papers on designing indicators and on national and international best practices in indicator development were completed for distribution to advisory panel members.

WOMEN'S PROGRAM REDIRECTION

In 2006–2007, SWC took measures, as per its commitment, to follow up on the findings of the WP summative evaluation; others such as the Standing Committee on the Status of Women, and SWC and Ministerial consultations; and the Government's commitment to enhanced accountability for grants and contributions management.

Program framework: The mandate, objectives, and outcomes of the WP were streamlined through the renewal process with the aim of linking WP impact more closely with women participating in funded projects. As a result, the WP focus was redirected toward key areas (economic, social, and cultural situation of women) to achieve the full participation of women in Canadian society. As well, outcomes were designed to have a more direct effect on women in their communities. In response to the WP evaluation, SWC started a process to develop a coherent performance measurement strategy. The foundation for this endeavour—a performance measurement framework—has already been developed and is part of the Integrated Results-based Management and Accountability Framework/Risk-Based Audit Framework (RMAF/RBAF). As a tool for the renewed WP direction, a Performance Measurement Framework was developed with performance indicators to measure the direct impact of WP outcomes on women. Using this framework, the WP will be able to demonstrate the Program's impact on the economic, social, and cultural situation of women.

Program requirements: The category of eligible recipients was expanded to enable for-profit organizations to play a role in facilitating the full participation of women in Canadian society. All eligible activities were revised so that WP resources could be invested in those that have a more direct impact on women.

Program delivery: The savings achieved through the government's efficiency review exercise were invested back in the grants and contributions budget, bringing the total funding level from $10.8 million to $15.3 million. To manage the increased budget effectively, the WP delivery model was redesigned, introducing two new components:

- The **Women's Community Fund** is a grant and contribution fund of $12.3 million for eligible recipients to carry out projects at the local, regional, or national level. This Fund solicits applications using calls for proposals targeted to priority issues and women's populations.
- The **Women's Partnership Fund** is a contribution fund of $3.0 million for collaborative projects that involve partners such as public institutions and non-

governmental organizations. This Fund operates through an ongoing intake of funding requests, which undergo an internal review process.

Program administration: The government's efficiency savings also led to renewed WP administration with more efficient and structured management strategies; a greater investment in, and use of, information technology; a standard application and review process; and funding investment more targeted toward SWC priorities.

POLICY RESEARCH FUND

In 2006–2007, the PRF published eleven of the independent research reports funded during the period to seek further knowledge regarding the effect of various policies on one of SWC's priority issues, women's economic security. The reports addressed such topics as social capital and immigrant women, employer-supported volunteerism, and low-income women and the Canada Social Transfer. These, and other outstanding independent reports, can be accessed at http://www.swc-cfc.gc.ca/pubs/pubspr/index_e.html.

In March 2006, a partnership was struck between SWC and Statistics Canada for a joint five-year (2006–2011) Gender Equality Indicators Initiative. The goal of this initiative was to develop a series of indicators of progress towards gender equality in key areas and to promote the use of such indicators for evidence-based policy-making. The work was anticipated to involve regular production of indicators and technical papers over the five-year period to monitor progress on key gaps between women and men, to provide data for use in GBA of policy and programs, and to help promote accountability. Although discontinuation of the PRF halted work in 2006, progress on the existing material will be reported in the next DPR.

Section III – Supplementary Information

Table 1: Comparison of Departmental Planned Versus Actual Spending (as per the Existing Program Activity Architecture)

The table that follows offers a comparison of SWC's main estimates, planned spending, total authorities, and actual spending for fiscal year 2006–2007, plus historical figures for actual spending for fiscal years 2004–2005 and 2005–2006, using the Program Activity Architecture that was introduced in 2004–2005. Resources presented at the program activity level may overlap with more than one program activity.

Program activity	($ millions)					
	2004–2005	2005–2006	2006–2007			
	Actual	Actual	Main estimates	Planned spending[a]	Total authorities[b]	Actual
Promote equitable public policy	3.1	4.0	2.6	2.6	2.7	1.8
Build knowledge and organizational capacity on gender equality	19.9	20.4	22.0	22.2	22.5	22.2
Total	23.0	24.4	24.6	24.8	25.2	24.0
Less: Non-respendable revenue						
Plus: Cost of services received without charge[c]	1.1	1.6	1.6	1.6	1.6	1.6
Total departmental spending	24.1	26.0	26.2	26.4	26.8	25.6
Full time equivalents	115	125	131	131	131	93

[a] In 2006–2007, SWC's total main estimates were $24.6 million. This was revised to a total budget available for use (that is, planned spending) of $24.8 million to reflect an increase of $0.2 million in grant funding received under a memorandum of understanding between Canadian Heritage and SWC regarding the implementation of the interdepartmental partnership with official languages communities.

[b] In comparison with planned spending, the total authorities include an increase of $0.4 million related to the 2005–2006 eligible operating budget carry-forward, and adjustments for collective agreements, government-wide procurement savings, additional grants and contributions funding (regarding the Memorandum of Understanding between Canadian Heritage and SWC regarding the implementation of the interdepartmental partnership with official languages communities), and employee benefits plan for a total net increase of $0.6 million.

[c] The $1.6 million in services received without charge during 2006–2007 includes accommodation provided by Public Works and Government Services Canada and contributions covering SWC's share of employee insurance premiums and expenditures paid by the Treasury Board Secretariat ($0.7 million).

Table 2: Use of Resources by Program Activities

The table that follows provides information on how resources are used by SWC's program activities for 2006–2007, in comparison with the resources voted by Parliament.

	2006–2007[a] ($ millions)						
		Budgetary					
Outcome/program activity[b]	FTEs[c]	Operating	Grants	Contributions and other transfer payments	Total: Gross budgetary expenditures	Total: Net budgetary expenditures	Total
Gender equality and the full participation of women in the economic, social, cultural and political life of Canada.							
1. Promote equitable public policy							
	23	2.6	—	—	2.6	2.6	2.6
	23	2.6	—	—	2.6	2.6	2.6
	23	*2.7*	—	—	*2.7*	*2.7*	*2.7*
	10	**1.8**	**—**	**—**	**1.8**	**1.8**	**1.8**
2. Build knowledge and organizational capacity on gender equality							
	108	10.2	10.8	1.0	22.0	22.0	22.0
	108	10.2	11.0	1.0	22.2	22.2	22.2
	108	*10.7*	*10.8*	*1.0*	*22.5*	*22.5*	*22.5*
	83	**10.6**	**10.6**	**1.0**	**22.2**	**22.2**	**22.2**
Main estimates	131	12.8	10.8	1.0	24.6	24.6	24.6
Total planned	131	12.8	11.0	1.0	24.8	24.8	24.8
Total authorities	*131*	*13.4*	*10.8*	*1.0*	*25.2*	*25.2*	*25.2*
Total actuals	**93**	**12.4**	**10.6**	**1.0**	**24.0**	**24.0**	**24.0**

[a] Roman font denotes main estimates and planned spending; italic font denotes total authorities (main, supplementary estimates and other adjustments); bold font denotes actual expenditures.

[b] Main estimates, total planned spending, total authorities and actual expenditures are presented for each program activity in consideration of SWC's Program Activity Architecture; resources are estimated and may span more than one program activity.

[c] Refer to the organizational chart as reported in SWC's *2006–2007 Report on Plans and Priorities*, for planned FTEs. Based on SWC records, the actual FTE count represents employees who worked the entire year and a prorated count for those who worked less than a year.

Table 3: Voted and Statutory Items

The table that follows explains how Parliament votes resources for SWC.

		2006–2007			
Vote or statutory item	Truncated vote or statutory wording	Main estimates	Planned spending	Total authorities	Total actuals
110	Operating expenditures	11.5	11.5	12.1	11.1
115	Grants and contributions	11.8	12.0	11.8	11.6
(S)	Contributions to employee benefit plans	1.3	1.3	1.3	1.3
	TOTAL	**24.6**	**24.8**	**25.2**	**24.0**

Table 4: Services Received Without Charge

The table that follows shows services received without charge by SWC.

2006–2007	($ millions)
Accommodation provided by Public Works and Government Services Canada	0.9
Contributions covering SWC's share of employee's insurance premiums and expenditures paid by Treasury Board Secretariat (8%)	0.7
Salary and associated expenditures of legal services provided by the Department of Justice[a]	0.0
Total 2005–2006 services received without charge	1.6

[a] Salary and associated expenditures of legal services provided by the Department of Justice totalled $15,000 in 2006–2007.

Table 5: User Fees

A. User fee		Fees for processing access requests made under the *Access to Information Act*		
2006–2007	Fee type	Other products and services		
	Fee-setting authority	*Access to Information Act*		
	Date last modified	1992		
	Forecast revenue ($)	0		
	Actual revenue ($)	145		
	Full cost ($)	105,800		
	Performance standard [a]	Response is to be provided within 30 days of receipt of the request. The response time may be extended, pursuant to section 9 of the Act. Notice of an extension is to be provided within 30 days of receipt of the request. The *Access to Information Act* provides further details: http://laws.justice.gc.ca/en/showtdm/cs/A-1		
	Performance results [a]	SWC responded to 19 access to information requests and 26 consultations from other government departments. SWC routinely waives fees in accordance with Treasury Board Secretariat guidelines		
Planning years	Fiscal year	2007–2008	2008–2009	2009–2010
	Forecast revenue ($)	0	0	0
	Estimated full cost ($)	0	0	0
B. Date last modified		N/A		
C. Other information		SWC collects user fees for information requests in accordance with the *Access to Information Act*. The total user fees collected in 2006–2007 included application, preparation, and search fees		

[a] According to prevailing legal opinion, where the corresponding fee introduction or most recent modification occurred before March 31, 2004:

- the performance standard, if provided, may not have received parliamentary review;
- the performance standards, if provided, may not respect all establishment requirements under the *User Fees Act* (for example, international comparison, independent complaint address); and
- the performance result, if provided, is not legally bound to section 5.1 of the *User Fees Act* regarding fee reductions for unachieved performance.

Table 6: Policy on Service Standards for External Fees

In November 2004, Treasury Board ministers approved the Policy on Service Standards for External Fees. The Policy requires departments to report on the establishment of service standards for all external fees charged on a non-contractual basis. This policy applies to the fees charged for the processing of access requests filed under the *Access to Information Act*.

A. External fee	Fees for processing access requests made under the *Access to Information Act* (ATIA)
Service standard [a]	Response is to be provided within 30 days of receipt of the request. The response time may be extended, pursuant to section 9 of the ATIA. Notice of an extension is to be provided within 30 days of receipt of the request. The ATIA provides further details: visit http://laws.justice.gc.ca/en/showtdm/cs/A-1
Performance result [a]	SWC did its utmost to respond to the access to information requests in a timely, accurate, and efficient manner: 37% of the requests were processed within 30 days; 26% were the object of an extension sent within 30 days after receipt of the request; 63% of the access requests were processed after the 30 legislated days.
Stakeholder consultation	The service standard is established by the ATIA and associated Regulations. Consultations with stakeholders were undertaken by the Department of Justice and the Treasury Board Secretariat for amendments that occurred in 1986 and 1992.

[a] As established pursuant to the Policy on Service Standards for External Fees,

- service standards may not have received parliamentary review;
- service standards may not respect all performance standard establishment requirements under the *User Fees Act* (for example, international comparison, independent complaint address); and
- performance results are not legally subject to section 5.1 of the *User Fees Act* regarding fee reductions for unachieved performance.

Table 7: Transfer Payments Program (TPP)

The tables that follow summarize SWC's transfer payments at the program activity level.

Women's Program (voted)		
Start Date: 1973	End Date: ongoing	Total 2006–2007 Funding: $10.8M

Description: From April to September 2006 inclusive

Description: The mandate of the WP is to provide technical and financial support to women's organizations and other partners seeking to advance equality for women by addressing women's economic, social, political and legal situation.

Objectives:

1. To promote policies and programs within key institutions that take into account gender implications and the diversity of women's perspectives, and enable women to take part in decision-making processes;
2. To facilitate the involvement of women's organizations in the public-policy process;
3. To increase public understanding toward encouraging action on women's equality issues; and
4. To enhance the effectiveness of the work of women's organizations to improve the situation of women.

Outcomes:

- Key institutions have integrated the diversity of women's perspectives in policies and programs.
- Government and publicly elected bodies have integrated the diversity of women's perspectives in public policies.

Expected results: Women participate in decision-making processes. Public understands and supports women's equality issues. Women's organizations take effective action to advance women's equality issues.

Achieved results or progress made:

Please refer to sub-activity 2.2 for details on key accomplishments.

... *continued*

Table 7: Transfer Payments Program (cont'd)

Program activity	2004–2005 Actual	2005–2006 Actual	2006–2007 Planned spending[a]	2006–2007 Total authorities	2006–2007 Actual	2006–2007 Variance
Build knowledge and organizational capacity on gender equality						
Total grants	10.8	11.0	11.0	10.8	10.6	0.4
Total for PA	10.8	11.0	11.0	10.8	10.6	0.4
Total TPP	10.8	11.0	11.0	10.8	10.6	0.4

Comments on variance:

The variance of $0.4 million in comparing the total planned and actual costs consists of rounding to the nearest $0.1 million and a $0.3 million lapse in funding largely as a result of the rationalization of core functions following from an efficiency review performed by SWC during the last half of the fiscal year. The streamlining and consolidation of core functions will be completed in 2007–2008. This will enhance funding processes and practices, so as to increase efficiency and effectiveness in 2007–2008.

Progress in addressing 2005 evaluation recommendations:

- In its Management Response to the WP progress report regarding the 2005 WP evaluation report (which is mentioned earlier in this table), SWC committed to taking specific actions to address issues identified in performance measurement and reporting, program delivery and program integration within SWC. An implementation plan for the management response was subsequently developed to identify the key actions, the associated roles and responsibilities, and the timelines and deliverables.
- In 2006–2007, SWC took concrete steps to implement some of the key commitments, including:

  Results-based Management and Accountability Framework/Risk-Based Audit Frame-work (RMAF/RBAF): The WP Integrated RMAF/RBAF was developed to guide the implementation of required processes, control mechanisms, systems and Human Resources capacity for a efficient program delivery and effective performance management. The RMAF/RBAF is a tool to guide the implementation of the management commitments to addressing issues identified by the evaluation such as performance measurement, as well as others, including risk monitoring and mitigation, internal and recipient auditing, evaluation and reporting responsibilities.

  In 2008–2009, following its application for one year, the Integrated RMAF/RBAF will be reviewed to ensure that the appropriate data collection and analysis tools are in place, to refine activity and output measurements, and to address any outstanding issues related to the Performance Measurement Framework.

  Outcome database: SWC has invested considerable resources to address the lack of robust data needed to report on program performance. This Outcome Database is scheduled for piloting and application in 2007–2008. It will greatly enhance the program's capacity to collect and analyze data, to report on program performance, and to address a major information need.

  Recipient reporting: In response to the recommendation of the evaluation, SWC also took steps to enhance recipient accountability with regard to reporting by introducing a 10% holdback of payments to ensure that funding recipients fulfill final reporting requirements. In addition, a timeline has been set for the receipt of close out assessment forms, tools used to collect data at a project level and evaluation of program performance within a given fiscal year.

[a] 2006–2007 planned spending for this transfer payment reflects figures reported in SWC's *2006–2007 Report on Plans and Priorities*: it includes $0.1 million in additional funding in grants and contributions related to the Memorandum of Understanding with Canadian Heritage regarding the implementation of the interdepartmental partnership with the official languages communities. Figures also reflect 50% of the funding for the development of the Agenda for Gender Equality (AGE)—that is, $1.0 million received annually since 2000–2001, an additional $0.75 million received annually as of 2001–2002, and an additional final annual increase of $0.75 million from 2002–2003 until 2006–2007. Cumulatively, the annual budget available from AGE for transfer payments was $1.0 million in 2000–2001, $1.75 million in 2001–2002, and $2.5 million 2002–2003 until 2006–2007.

... continued

Table 7: Transfer Payments Program (cont'd)

Sisters-in-Spirit Initiative		
Start date: May 2005	End date: March 31, 2010	Total 2006–2007 funding: $1.0 million

Description:

The Sisters-in-Spirit Initiative will complement ongoing government activities and lead to results that improve the situation of Aboriginal women including: research to assess the extent and causes of the violence and to monitor trends; increased knowledge and understanding on the part of policy-makers and stakeholders of the disadvantages and violence facing Aboriginal women; the development of tools to address racialized and sexualized violence and its root causes; informing policy direction and development focused on racialized and sexualized violence and better service delivery to assist Aboriginal women and their communities; and sustainability to address related issues.

Objectives, expected results, and outcomes:

The Sisters-in-Spirit initiative will make a strong contribution to federal efforts by going beyond the focus on family violence to address racialized and sexualized violence against Aboriginal women, to determine its root causes and to inform policy direction and development.

Achieved results or progress made:

SWC supported the work of Native Women's Association of Canada (NWAC) with other Aboriginal organizations and the federal government on activities aimed at determining the actual number of missing and murdered Aboriginal women, understanding the root causes of racialized and sexualized violence, and implementing programs, services and practices aimed at reducing and ultimately eliminating violence against Aboriginal women. SWC also worked with its provincial/territorial partners to implement these same goals. SWC helped develop collaborative strategic plans with federal partners, consulted key informants and provided advisory services to NWAC. SWC sought to enhance the capacity of NWAC and other Aboriginal organizations to participate in developing policies to combat violence against Aboriginal women through the Sisters-in-Spirit Joint Interdepartmental Working Group.

	2004–2005	2005–2006	2006–2007			
Program activity	Actual	Actual	Planned spending[a]	Total authorities	Actual	Variance
Build knowledge and organizational capacity on gender equality						
Total contributions	n/a	1.0		1.0	1.0	0
Total for PA	n/a	1.0		1.0	1.0	0
Total TPP	n/a	1.0		1.0	1.0	0

Comments on variance:

N/A

Significant Audit and Evaluation Findings and URL(s) to Last Audit and/or Evaluation:

The Sisters-in-Spirit independent management audit performed in the early part of 2007–2008 confirmed that the initiative by NWAC was conducted in compliance with the terms stipulated in the contribution agreement from SWC from September 15 to December 15, 2006.

Table 8: Financial Statements of Departments and Agencies (Including Agents of Parliament) and Revolving Funds Financial Statements

The financial statements are prepared in accordance with accrual accounting principles. The unaudited supplementary information presented in the financial tables in the DPR is prepared on a modified cash basis of accounting in order to be consistent with appropriations-based reporting. Note 3(a) on page 38 reconciles these two accounting methods.

Statement of Management Responsibility (Unaudited)

Responsibility for the integrity and objectivity of the accompanying financial statements for the year ended March 31, 2007, and all information contained in these statements rests with management. These financial statements have been prepared by management in accordance with Treasury Board accounting policies which are consistent with Canadian generally accepted accounting principles for the public sector.

Management is responsible for the integrity and objectivity of the information in these financial statements. Some of the information in the financial statements is based on management's best estimates and judgment and gives due consideration to materiality. To fulfil its accounting and reporting responsibilities, management maintains a set of accounts that provides a centralized record of the department's financial transactions. Financial information submitted to the Public Accounts of Canada and included in the department's Departmental Performance Report is consistent with these financial statements.

Management maintains a system of financial management and internal control designed to provide reasonable assurance that financial information is reliable, that assets are safeguarded and that transactions are in accordance with the Financial Administration Act, are executed in accordance with prescribed regulations, within Parliamentary authorities, and are properly recorded to maintain accountability of Government funds. Management also seeks to ensure the objectivity and integrity of data in its financial statements by careful selection, training and development of qualified staff, by organizational arrangements that provide appropriate divisions of responsibility, and by communication programs aimed at ensuring that regulations, policies, standards and managerial authorities are understood throughout the department.

The financial statements of the Department have not been audited.

Clare Beckton

Clare Beckton

Co-ordinator, Status of Women Canada

Date

C. Paquette

Cindy Paquette

Director, Corporate Services

Date

... continued

Table 8: Financial Statements (cont'd)

Statement of Operations (Unaudited)

for the year ended March 31 (in dollars)	2007			2006 (Restated—Note 9)
	Build knowledge and organizational capacity on gender equality	Promote equitable public policy	Total	Total
Expenses				
Transfer payments				
Payments to provincial non-profit organizations	7,310,743	0	7,310,743	6,821,153
Payments to national organizations	4,302,325	0	4,302,325	4,447,699
	11,613,068	0	11,613,068	11,268,852
Operating expenses				
Salaries and employee benefits	7,887,219	1,697,991	9,585,210	10,216,935
Professional and special services	1,417,507	229,959	1,647,466	1,981,901
Travel and relocation	261,138	68,560	329,698	674,124
Accommodation	817,887	175,294	993,181	900,000
Information	358,441	16,003	374,444	422,657
Communication	238,719	29,258	267,977	271,036
Amortization	75,289	14,685	89,974	187,048
Repairs	131,370	24,323	155,693	134,369
Equipment rentals	50,783	12,218	63,001	102,979
Utilities, material and supplies	(1,048)	6,018	4,970	43,509
Equipment	13,548	2,100	15,648	21,152
Miscellaneous	803	143	946	505
	11,251,656	2,276,552	13,528,208	14,956,215
	22,864,724	2,276,552	25,141,276	26,225,067
Revenues				
Proceeds from the disposal of Crown assets	78	15	93	0
	78	15	93	0
Net cost of operations	22,864,646	2,276,537	25,141,183	26,225,067

The accompanying notes form an integral part of these financial statements.

... *continued*

Table 8: Financial Statements (cont'd)

Statement of Financial Position (Unaudited)

as at March 31 (in dollars)	2007	2006 (Restated—Note 9)
Assets		
Financial assets		
Accounts receivable and advances (Note 4)	**108,102**	210,901
Non-financial assets		
Tangible capital assets (Note 5)	**99,031**	114,718
	99,031	114,718
	207,133	325,619
Liabilities and equity of Canada		
Liabilities		
Accounts payable and accrued liabilities	**2,603,065**	625,437
Vacation pay and compensatory leave (Note 6)	**333,046**	445,178
Employee severance benefits (Note 7)	**1,438,018**	1,794,814
	4,374,129	2,865,429
Equity of Canada	**(4,166,996)**	(2,539,810)
	207,133	325,619

The accompanying notes form an integral part of these financial statements.

Statement of Equity (Unaudited)

for the year ended March 31 (in dollars)	2007	2006 (Restated—Note 9)
Equity of Canada, beginning of year	**(2,539,810)**	(2,537,326)
Net cost of operations	**(25,141,183)**	(26,225,067)
Current year appropriations used (Note 3)	**24,048,520**	24,368,196
Revenue not available for spending	**(93)**	0
Change in net position in the Consolidated Revenue Fund (Note 3)	**(2,105,835)**	349,680
Services provided without charge by other government departments (Note 8)	**1,571,405**	1,504,707
Equity of Canada, end of year	**(4,166,996)**	(2,539,810)

The accompanying notes form an integral part of these financial statements.

... continued

Table 8: Financial Statements (cont'd)

Statement of Cash Flow (Unaudited)

for the year ended March 31 (in dollars)	2007	2006 (Restated—Note 9)
Operating activities		
Net cost of operations	**25,141,183**	26,225,067
Non-cash items:		
Amortization of tangible capital assets	**(89,974)**	(187,048)
Services provided without charge by other government departments (Note 8)	**(1,571,405)**	(1,504,707)
Variations in Statement of Financial Position:		
Decrease (increase) in liabilities	**(1,508,700)**	104,378
Increase in prepaid expenses	**0**	0
Increase (decrease) in accounts receivable and advances	**(102,799)**	17,662
	21,868,305	24,655,352
Capital investment activities		
Acquisitions of tangible capital assets (Note 5)	**74,287**	62,524
	74,287	62,524
Financing activities		
Net cash provided by Government of Canada	**(21,942,592)**	(24,717,876)
	(21,942,592)	(24,717,876)
Net cash used	**0**	0

The accompanying notes form an integral part of these financial statements.

Notes to the Financial Statements (Unaudited)

1. AUTHORITY AND PURPOSE

Status of Women Canada (SWC) was established by the Government of Canada in 1976 to "co-ordinate policy with respect to the status of women and administer related program" (Order in Council 1976-779). The mandate of SWC is further guided by the Canadian Charter of Rights and Freedoms , as well as by Canada's adherence to the *Convention on the Elimination of All Forms of Discrimination against Women* and its renewed commitment to implement the United Nations' Beijing Platform for Action (1995 and 2005). SWC plays a key role in fulfilling the Government of Canada's commitment to building a society that is inclusive and respectful of all Canadians by promoting equitable public policy and building knowledge and organizational capacity on gender equality. We promote equality and the full participation of girls and women in Canada.

... *continued*

Table 8: Financial Statements (cont'd)

Notes to the Financial Statements (cont'd)

Strategic outcome: Gender equality and the full participation of women in the economic, social, cultural and political life of Canada. To achieve real progress on gender equality, SWC is firmly committed to consulting and acting in partnership with non-government organizations, provincial and territorial governments, researchers, the private sector, foreign governments and international organizations.

Program activities:

- Promote equitable public policy: by focussing on horizontal work across government and with other orders of government. Its goal is to influence the development of policies, legislation, research, programs, and services that respond to the diversity of women's perspectives and realities.
- Build knowledge and organizational capacity on gender equality: by focussing on developing the knowledge and capacity of a number of stakeholders so they are better informed and able to address gender-based issues of significance to Canadian society in a coordinated manner.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Treasury Board accounting policies which are consistent with Canadian generally accepted accounting principles for the public sector.

Significant accounting policies are as follows:

(a) Parliamentary appropriations
The department is financed by the Government of Canada through Parliamentary appropriations. Appropriations provided to the department do not parallel financial reporting according to generally accepted accounting principles since appropriations are primarily based on cash flow requirements. Consequently, items recognized in the statement of operations and the statement of financial position are not necessarily the same as those provided through appropriations from Parliament. Note 3 provides a high-level reconciliation between the bases of reporting.

(b) Net Cash Provided by Government
The department operates within the Consolidated Revenue Fund (CRF), which is administered by the Receiver General for Canada. All cash received by the department is deposited to the CRF and all cash disbursements made by the department are paid from the CRF. The net cash provided by Government is the difference between all cash receipts and all cash disbursements including transactions between departments of the federal government.

(c) Change in net position in the Consolidated Revenue Fund
The change in net position in the Consolidated Revenue Fund is the difference between the net cash provided by Government and appropriations used in a year, excluding the amount of non respendable revenue recorded by the department. It results from timing differences between when a transaction affects appropriations and when it is processed through the CRF.

(d) Revenues
Revenues are accounted for in the period in which the underlying transaction or event occurred that gave rise to the revenues.

... continued

Table 8: Financial Statements (cont'd)

Notes to the Financial Statements (cont'd)

(e) Expenses

Expenses are recorded on the accrual basis:

- Grants are recognized in the year in which the conditions for payment are met. In the case of grants which do not form part of an existing program, the expense is recognized when the Government announces a decision to make a non-recurring transfer, provided the enabling legislation or authorization for payment receives parliamentary approval prior to the completion of the financial statements.
- Contributions are recognized in the year in which the recipient has met the eligibility criteria or fulfilled the terms of a contractual transfer agreement.
- Vacation pay and compensatory leave are expensed as the benefits accrue to employees under their respective terms of employment.
- Services provided without charge by other government departments for accommodation, the employer's contribution to the health and dental insurance plans and legal services are recorded as operating expenses at their estimated cost.

(f) Employee future benefits

i Pension benefits: Eligible employees participate in the Public Service Pension Plan, a multiemployer plan administered by the Government of Canada. The department's contributions to the Plan are charged to expenses in the year incurred and represent the total obligation to the Plan. Current legislation does not require the department to make contributions for any actuarial deficiencies of the Plan.

ii Severance benefits: Employees are entitled to severance benefits under labour contracts or conditions of employment. These benefits are accrued as employees render the services necessary to earn them. The obligation relating to the benefits earned by employees is calculated using information derived from the results of the actuarially determined liability for employee severance benefits for the Government as a whole.

(g) Accounts receivable

Accounts receivable are stated at amounts expected to be ultimately realized; a provision is made for receivables where recovery is considered uncertain.

(h) Tangible capital assets

All tangible capital assets and leasehold improvements having an initial cost of $2,500 or more are recorded at their acquisition cost. The department does not capitalize intangibles, works of art and historical treasures that have cultural, aesthetic or historical value, assets located on Indian Reserves and museum collections.

Amortization of capital assets is done on a straight-line basis over the estimated useful life of the capital asset as follows:

Asset class	*Amortization period*
Machinery and equipment	3–5 years
Informatics hardware	3–5 years
Informatics purchased and developed software	3 years
Other equipment, including furniture	5 years

... continued

Table 8: Financial Statements (cont'd)

Notes to the Financial Statements (cont'd)

(i) Measurement uncertainty

The preparation of these financial statements in accordance with Treasury Board accounting policies, which are consistent with Canadian generally accepted accounting principles for the public sector, requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenues and expenses reported in the financial statements. At the time of preparation of these statements, management believes the estimates and assumptions to be reasonable. The most significant items where estimates are used are the liability for employee severance benefits and the useful life of tangible capital assets. Actual results could significantly differ from those estimated. Management's estimates are reviewed periodically and, as adjustments become necessary, they are recorded in the financial statements in the year they become known.

3. PARLIAMENTARY APPROPRIATIONS

The department receives most of its funding through annual Parliamentary appropriations. Items recognized in the statement of operations and the statement of financial position in one year may be funded through Parliamentary appropriations in prior, current or future years. Accordingly, the department has different net results of operations for the year on a government funding basis than on an accrual accounting basis. The differences are reconciled in the following tables:

(a) Reconciliation of net cost of operations to current year appropriations used:

(in dollars)	*2007*	*2006 (Restated—Note 9)*
Net cost of operations	**25,141,183**	26,225,067
Adjustments for items affecting net cost of operations but not affecting appropriations:		
Add (Less):		
Services provided without charge by other government departments	**(1,571,405)**	(1,504,707)
Employee severance benefits	**356,796**	(211,973)
Amortization of tangible capital assets	**(89,974)**	(187,048)
Reversal/adjustments of previous year expenditures	**57,434**	48,188
Justice Canada charges	**(12,893)**	(22,658)
Allowance for vacation and compensatory leave	**112,133**	(41,197)
Revenue not available for spending	**93**	0
Other	**(20,301)**	0
	(1,168,117)	(1,919,395)
Adjustments for items not affecting net cost of operations but affecting appropriations:		
Acquisitions of tangible capital assets	**74,287**	62,524
Variation in advances	**1,167**	
	75,454	62,524
Current year appropriations used	**24,048,520**	24,368,196

... continued

Table 8: Financial Statements (cont'd)

Notes to the Financial Statements (cont'd)

(b) Appropriations provided and used:

(in dollars)	2007	2006 (Restated—Note 9)
Operating expenditures—Vote 110	**11,489,000**	11,278,000
Supplementary Vote 110a	**384,591**	0
Grants and contributions—Vote 115	**11,750,000**	10,750,000
Grants and contributions—Vote 115a	**1**	0
Governor General's special warrants	**0**	1,314,150
Transfer from TB—Vote 5	**115,815**	227,184
Transfer from TB—Vote 15	**119,000**	0
	23,858,407	23,569,334
Lapsed appropriations	**1,128,210**	389,823
	22,730,197	23,179,511
Contributions to employee benefits plan	**1,318,323**	1,188,685
Current year appropriations used	**24,048,520**	24,368,196

(c) Reconciliation of net cash provided by Government to current year appropriations used:

(in dollars)	2007	2006
Net cash provided by Government	**21,942,592**	24,717,876
Revenue not available for spending	**93**	0
Change in net position in the Consolidated Revenue Fund		
Reversal of expenditures related to Justice Canada	**(12,893)**	(22,658)
Reversal/adjustments of previous year expenditures	**57,434**	48,188
Variation in accounts receivable and advances	**102,799**	(17,662)
Variation in accounts payable and accrued liabilities	**1,977,628**	(357,548)
Other	**(19,133)**	0
	2,105,835	(349,680)
Current year appropriations used	**24,048,520**	24,368,196

... *continued*

Table 8: Financial Statements (cont'd)

Notes to the Financial Statements (cont'd)

4. ACCOUNTS RECEIVABLE AND ADVANCES

The following table presents details of accounts receivable and advances:

(in dollars)	*2007*	*2006*
Receivables from other Federal Government departments and agencies	**83,657**	209,101
Receivables from external parties	**21,878**	0
Employee advances	**2,567**	1,800
Other[a]	**708,332**	708,332
Allowance for doubtful accounts	**(708,332)**	(708,332)
	108,102	210,901

[a] SWC has the approval and legal authority to make grants and contribution payments. As the spending authority applied to grants at the time the payment of $0.7 million was made, an accounting adjustment is required. Hence, an allowance for doubtful accounts of equivalent value was created.

5. TANGIBLE CAPITAL ASSETS

Cost (in dollars)	*Opening balance*	*Acquisitions*	*Disposals and write-offs*	*Closing balance*
Machinery and equipment	24,327	906	0	**25,233**
Informatics hardware	804,019	36,645	0	**840,664**
Informatics purchased and developed software	224,675	24,313	0	**248,988**
Other equipment, including furniture	251,215	12,423	0	**263,638**
	1,304,236	74,287	0	**1,378,523**

Accumulated amortization (in dollars)	*Opening balance*	*Amortization*	*Disposals and write-offs*	*Closing balance*
Machinery and equipment	21,386	2,017	0	**23,403**
Informatics hardware	728,395	43,387	0	**771,782**
Informatics purchased and developed software	213,150	8,048	0	**221,198**
Other equipment, including furniture	226,587	36,522	0	**263,109**
	1,189,518	89,974	0	**1,279,492**
Net book value	114,718	-	0	**99,031**

... continued

Table 8: Financial Statements (cont'd)

Notes to the Financial Statements (cont'd)

6. VACATION PAY AND COMPENSATORY LEAVE

(in dollars)	2007	2006 (Restated—Note 9)
Allowance for vacation	**323,669**	419,558
Allowance for compensatory leave	**9,377**	25,620
	333,046	445,178

7. EMPLOYEE BENEFITS

(a) Pension benefits:

The department's employees participate in the Public Service Pension Plan, which is sponsored and administered by the Government of Canada. Pension benefits accrue up to a maximum period of 35 years at a rate of 2 percent per year of pensionable service, times the average of the best five consecutive years of earnings. The benefits are integrated with Canada/Québec Pension Plans benefits and they are indexed to inflation.

Both the employees and the department contribute to the cost of the Plan. The 2006–07 expense amounts to $971,604 ($879,626 in 2005–06), which represents approximately 2.2 times (2.6 in 2005–06) the contributions by employees.

The department's responsibility with regard to the Plan is limited to its contributions. Actuarial surpluses or deficiencies are recognized in the financial statements of the Government of Canada, as the Plan's sponsor.

(b) Severance benefits:

The department provides severance benefits to its employees based on eligibility, years of service and final salary. These severance benefits are not pre-funded. Benefits will be paid from future appropriations. Information about the severance benefits, measured as at March 31, is as follows:

(in dollars)	2007	2006
Accrued benefit obligation, beginning of year	**1,794,814**	1,582,841
Expense for the year	**(1,059,175)**	211,787
Benefits paid during the year	**702,379**	186
	1,438,018	1,794,814

8. RELATED PARTY TRANSACTIONS

The department is related as a result of common ownership to all Government of Canada departments, agencies, and Crown corporations. The department enters into transactions with these entities in the normal course of business and on normal trade terms. Also, during the year, the department received services which were obtained without charge from other Government departments as presented in part (a).

... continued

Table 8: Financial Statements (cont'd)

Notes to the Financial Statements (cont'd)

(a) Services provided without charge by other government departments:

During the year the department received without charge from other departments, accommodation, the employer's contribution to the health and dental insurance plans, and legal services. These services without charge have been recognized in the department's Statement of Operations as follows:

(in dollars)	*2007*	*2006 (Restated—Note 9)*
Accommodation	**993,181**	900,000
Employer's contribution to the health and dental insurance plans	**563,472**	600,000
Legal services	**14,752**	4,707
	1,571,405	1,504,707

The Government has structured some of its administrative activities for efficiency and cost-effectiveness purposes so that one department performs these on behalf of all without charge. The costs of these services, which include payroll and cheque issuance services provided by Public Works and Government Services Canada and audit services provided by the Office of the Auditor General, are not included as an expense in the department's Statement of Operations.

(b) Payables and receivables outstanding at year-end with related parties:

(in dollars)	*2007*	*2006*
Accounts receivable with other government departments and agencies	**83,657**	209,101
Accounts payable to other government departments and agencies	**19,015**	11,077

9. ADJUSTMENTS TO PRIOR YEAR'S RESULTS

a) In 2006–2007, the department reviewed the amount presented as services received without charge from other government departments for 2005–2006. Consequently, the comparative financial statements presented for the year ended March 31, 2006 have been restated. The effect of this adjustment is presented in the table below.

... continued

Table 8: Financial Statements (cont'd)

Notes to the Financial Statements (cont'd)

b) In 2006–07, the department reviewed the liability for vacation pay and compensatory leave. Consequently, the comparative financial statements presented for the year ended March 31, 2006 have been restated. The effect of this adjustment is presented in the table below:

(in dollars)	As previously stated	Effect of the adjustments 9(a)	9(b)	Revised amounts
Statement of financial position				
Vacation pay and compensatory leave	0	—	445,178	445,178
Equity	(2,094,632)	—	(445,178)	(2,539,810)
Statement of operations				
Salaries and employee benefits	10,175,738	—	41,197	10,216,935
Professional and special services	1,977,194	4,707	—	1,981,901
Accommodation	500,000	400,000	—	900,000
Net cost of operations	25,779,163	404,707	41,197	26,225,067
Statement of equity				
Equity of Canada, beginning of year	(2,133,345)	—	(403,981)	(2,537,326)
Net cost of operations	(25,779,163)	(404,707)	(41,197)	(26,225,067)
Services provided without charge by other government departments	1,100,000	404,707	—	1,504,707
Equity of Canada, end of year	(2,094,632)	—	(445,178)	(2,539,810)
Statement of cash flow				
Net cost of operations	25,779,163	404,707	41,197	26,225,067
Services provided without charge by other government departments	(1,100,000)	(404,707)	—	(1,504,707)
Decrease in liabilities	145,575	—	(41,197)	104,378
Note 3a				
Services provided without charge by other government departments	(1,100,000)	(404,707)	—	(1,504,707)
Allowance for vacation and compensatory leave	0	—	41,197	41,197
Note 6				
Allowance for vacation	0		419,558	419,558
Allowance for compensatory leave	0		25,620	25,620
Note 8				
Accommodation	500,000	400,000		900,000
Legal services	0	4,707		4,707
Services provided without charge by other government departments	(1,100,000)	(404,707)		(1,504,707)

... *continued*

Table 8: Financial Statements (cont'd)

Notes to the Financial Statements (cont'd)

10. COMPARATIVE INFORMATION

Some of the previous year's comparative figures have been corrected to reflect transcription mistakes and reclassified to conform to the current year's presentation.

Table 9: Response to Parliamentary Committees, and Audits and Evaluations for 2006–2007

Response to Parliamentary Committees

In May 2006, the Standing Committee on the Status of Women re-tabled two reports:

1. Funding through the Women's Program: Women's Groups Speak Out
The ten recommendations outlined in this report focus on making improvements to the Women's Program (WP) at SWC. In particular, the recommendations call on the federal government to increase funding to the WP, including an introduction of mixed funding models and an engagement of equality-seeking organizations to determine future directions for the WP.

The Government Response to the report can be accessed at:
http://cmte.parl.gc.ca/cmte/CommitteePublication.aspx?COM=10477&Lang=1&SourceId=171838

2. Gender-Based Analysis: Building Blocks for Success
There are nine main recommendations in the report, the majority of which are aimed at the three central agencies: Privy Council Office (PCO), Treasury Board Secretariat (TBS) and Department of Finance (DoF) and which focus largely on the issue of coordination and enforcement of accountability mechanisms for GBA. Further recommendations were directed to Status of Women Canada (SWC) to evaluate existing GBA accountability mechanisms and engage equality-seeking organizations in the development of a new gender equality plan; and, to individual departments to conduct GBA and create departmental structures in support of GBA.

The Government Response to the report can be accessed at:
http://cmte.parl.gc.ca/cmte/CommitteePublication.aspx?COM=10477&Lang=1&SourceId=171841

Response to the Auditor General of Canada, including to the Commissioner of the Environment and Sustainable Development (CESD)

SWC was not referred to in either reports (and only as an example in the 2006 annual report of the Official Languages Commissioner) hence no recommendations were received nor response, required.

External Audits

Given there were no known critical issues to address and considering the status of flux in which the organization was finding itself in 2006–2007, SWC did not commission, nor was involved in, external audits during the period.

Internal Audits or Evaluations

Audits: The single audit that involved SWC in 2006–2007 was the horizontal review of a number of smaller federal organizations and was conducted by the Office of the Comptroller General (OCG) on travel and hospitality costs. SWC plans to carefully consider recommendations (if any) which may flow out of the assessment once the OCG has communicated them.

The Sisters-in-Spirit independent Management Audit performed in the early part of 2007–2008 confirmed that the initiative by NWAC was conducted in compliance with the terms stipulated in the contribution agreement from SWC from September 15 to December 15, 2006.

Evaluations: Given there were no new known critical issues to address and considering the status of flux in which the organization was finding itself in 2006–2007, evaluation efforts were invested mostly in the development of an integrated RMAF/RBAF for the redesigned Women's Program and in discussing the basis for a corporate performance framework. No external evaluation was undertaken during the period.

Table 10: Travel Policies

The Secretariat's travel policies include two separate policies:

- the Treasury Board of Canada Secretariat *Special Travel Authorities*, and
- the Treasury Board of Canada Secretariat *Travel Directive*, Rates and Allowances.

The Secretariat's *Special Travel Authorities* outlines travel provisions pertaining to ministers and their exempt staff, as well as members of Parliament, deputy ministers, Governor-in-Council appointees, and executives. This authority also outlines the principles guiding heads of departments in the exercise of discretion concerning their business travel expenses.

The Secretariat's *Travel Directive* and the Rates and Allowances serve as a benchmark for the *Special Travel Authorities* and apply to public service employees, exempt staff, and other persons traveling on official government business unless their travel is governed by another authority.

SWC uses the Secretariat's travel policy parameters and follows and informs its staff of changes in a timely manner.

Section IV – Other Items of Interest

Corporate Services

In 2006–2007, SWC addressed a number of corporate priorities not previously mentioned:

- To help the WP provide funding and manage its grants and contributions in the more cost-efficient fashion, SWC began implementation of the Grants and Contributions Information Management System (GCIMS). GCIMS is an organization-wide, fully bilingual computer application that will facilitate the effective management and tracking of grants and contributions administered by SWC. It will also ensure due diligence, data checking, validation, and improved reporting, among other uses.
- Given the public attention to its structural and directional changes in 2006–2007, SWC received almost 50% more requests from the Access to Information Process (ATIP) than in the previous year. In addition, the level of complexity of such requests increased exponentially for the third year in a row. These changes did not prevent the scarcer ATIP resources from processing the same number of requests as in previous years.
- In 2006–2007, SWC intended to incorporate the Expenditure Management Information System into its decision-making processes. However, with the substantial changes that occurred during the period, this work will now be undertaken in 2007–2008. The system will reflect the changes already made to the WP management framework and those that better describe progress under SWC's new direction. SWC management committed to referring to a "corporate dashboard" of timely performance information at regular intervals, as soon as first results are collected and analyzed (before April 1, 2008).
- To help streamline its operations, SWC implemented the Records, Document and Information Management System (RDIMS). RDIMS was implemented with a view to ensuring that information under SWC's control is managed effectively and efficiently throughout its life cycle. RDIMS will enhance service delivery, provide better support to decision-makers, increase productivity, promote information sharing and re-use, ensure compliance with federal legislation and Government policy, and enhance the efficiency of the records management function.
- SWC continued working on an action plan to address issues raised in the 2005 Public Service Employee Survey. Following release of the survey, the Coordinator and some members of the senior management team met with the representatives of the labour groups to discuss the results. Labour and senior management both analyzed the results to begin setting priorities for future action. A significant emphasis for action was placed on the development of an integrated business and human resources plan that would have representation from the labour groups in its development. Some discussions took place between senior managers and their employees concerning priority actions that could be undertaken at the directorate level. For example, processes around performance evaluations, work–family life balance, and human resource staffing processes.

For 2006–2007, resources associated with corporate elements among the two program activities were estimated as follows:

Program Activity	% allocated
Promote equitable public policy	11%
Build knowledge and organizational capacity on gender equality	89%

Statutory and Departmental Reports

- *Status of Women Canada 2006–2007: Report on Plans and Priorities*
- *Status of Women Canada 2005–2006 Departmental Performance Report*

For other reports/documents of public interest, please visit the SWC Web site: http://www.swc-cfc.gc.ca.

Contact Information for the 2006–2007 DPR

For questions on financial information provided in this DPR, please contact:

Cindy Paquette
Director, Corporate Services
Telephone: 613-947-1453
Fax: 613-947-6113
E-mail: Cindy.Paquette@swc-cfc.gc.ca

For other questions, contact:

Josiane Désilets
Corporate Planning, Evaluation and Audit
Telephone: 613-995-3955
Fax: 613-943-0449
E-mail: josiane.desilets@swc-cfc.gc.ca

Annex A – Feedback on the 2006–2007 DPR

Thank you for taking the time to review our DPR! Your comments will be valuable to us in the preparation of both the Report on Plans and Priorities, which will be based on this document, and for future DPRs.

		No	Yes
1.	Is this your first exposure to Status of Women Canada's DPR?	☐	☐
2.	Is there an improvement over our previous reporting documents?	☐	☐
3.	Would you recommend it to someone else?	☐	☐

Why or why not?

_____

_____

4. In what capacity did you read our DPR? (Check one only)

Member of the House of Commons/Senate	☐	Canadian public	☐
Political staff	☐	Media	☐
House of Commons/Senate staff	☐	Private sector	☐
Canadian NGO	☐	International organization	☐
Federal/provincial/territorial Public Servant	☐	Foreign organization/government	☐

Other (specify):

_____

5. Why did you read our DPR? (Please check all boxes that apply)

As part of a Parliamentary Committee	☐
To increase your knowledge of Status of Women Canada's mandate and plans	☐
To better understand the challenges faced by Status of Women Canada	☐
To understand how resources were allocated	☐
To submit a funding request to Status of Women Canada	☐
To develop partnership plans with Status of Women Canada	☐

Other (Please explain.):

_____

_____

	Dissatisfied	Satisfied	No opinion
Please rank your satisfaction with the following:			
Usefulness of content	☐	☐	☐
Readability	☐	☐	☐
Ease with which specific information can be found	☐	☐	☐

How could this document be improved?

_____

_____

_____

Thanks again! Please fax to Josiane Désilets, SWC, 613-943-0449